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AUTHOR George, Eric
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ABSTRACT

Black teachers lost employment ground while White teachers gained employment ground in Kentucky's public schools between 1953-54 and 1983-84. The number of Black teachers rose by 181 while the number of White teachers rose by 13,672, an average net increase of one Black teacher for every 76 White teachers. The percentage of Black teachers declined steadily, from 6.8 percent to 4.5 percent. (If not for the Jefferson County Public Schools, which employed 400 more Black teachers during 1984 than the Jefferson County and Louisville districts combined during 1954, the number of Blacks teaching in Kentucky's public schools would have declined by 219.) The Black teacher gap grew enormously, from 96 more Black teachers than needed to reach parity between the percentages of Black teachers and students to a shortfall of 1,445 Black teachers. In addition between 1978-79 and 1983-84, Kentucky's public school districts reduced the number of Black teachers for the first time, allowed the percentage of Black teachers to decline over five times more than the percentage decline of White teachers, and allowed the Black teacher gap to rise to the highest level of any school year in this report. And finally, the Jefferson County Public Schools lost more Black teachers than all of the state's other school districts combined during the five-year period. (Author/CMG)

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Black Teachers Lose Employment Ground 1954-1984

Officials employed one additional black teacher for every 76 additional white teachers.

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Staff Report 84-4
Kentucky Commission on Human Rights
701 West Muhammad Ali Boulevard
Louisville, Kentucky 40203

ABSTRACT

Black teachers lost employment ground while white teachers gained employment ground in Kentucky's public schools between 1953-54 and 1983-84. The number of black teachers rose by 181 while the number of white teachers rose by 13,672. School officials employed one additional black teacher for every 76 additional white teachers. The percentage of black teachers of the state-wide teaching staff declined steadily, from 6.8 percent to 4.5 percent. If not for the Jefferson County Public Schools, which employed 400 more black teachers during 1984 than the Jefferson County and Louisville districts combined during 1954, the number of blacks teaching in Kentucky's public schools would have declined by 219. The black teacher gap grew enormously from 96 more black teachers than needed to reach parity between the percentages of black teachers and students to a shortfall of 1,445 black teachers needed to reach parity between the two groups.

Compared to the other periods covered in this report, between 1978-79 and 1983-84, Kentucky's public school officials reduced the number of black teachers for the first time and created the largest difference in the relative number of black and white teachers employed. In addition, during 1983-84, the districts allowed the percentage of black teachers to fall to the lowest level and allowed the black teacher gap to rise to the highest level of any school year in this report. The Jefferson County Public Schools lost more black teachers than all of the other state's school districts combined during the five-year period.

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During the 30 years since the Brown decision outlawed segregated schools, black teachers lost employment ground while white teachers gained employment ground in Kentucky's public schools. School district officials barely increased the number of black teachers but greatly increased the number of white teachers. The percentage of black teachers steadily decreased while the percentage of white teachers steadily increased. The number of additional black teachers needed to reach parity between the percentage of black teachers and students grew enormously.

Specifically, between 1953-54 and 1983-84, Kentucky's public school districts:

1. employed 181 more black teachers and 13,672 more white teachers, an average net increase of one black teacher for every 76 white teachers;

2. continuously decreased the portion of black teachers of the total number of teachers from 6.8 percent to 4.5 percent; and

3. allowed the black teacher gap to increase from a surplus of 96 more black teachers than needed to achieve parity between the percentages of black teachers and students to a shortfall of 1,445 additional black teachers needed to reach parity.

In addition, between 1978-79 and 1983-84, Kentucky's public school districts: 1.) reduced the number of black teachers, the only reduction of the periods covered in this report; 2.) allowed the percentage of black teachers to decline over five times more than the percentage decline of white teachers; and 3.) allowed the black teacher gap to expand by 402 to 1,445 black teachers, its highest level. With some exceptions, reductions in black

teacher employment were concentrated mostly in the urban and large school districts--especially in the Jefferson County Public Schools--while additions in black teacher employment were spread predominantly over the rural and smaller school districts during the five-year period.

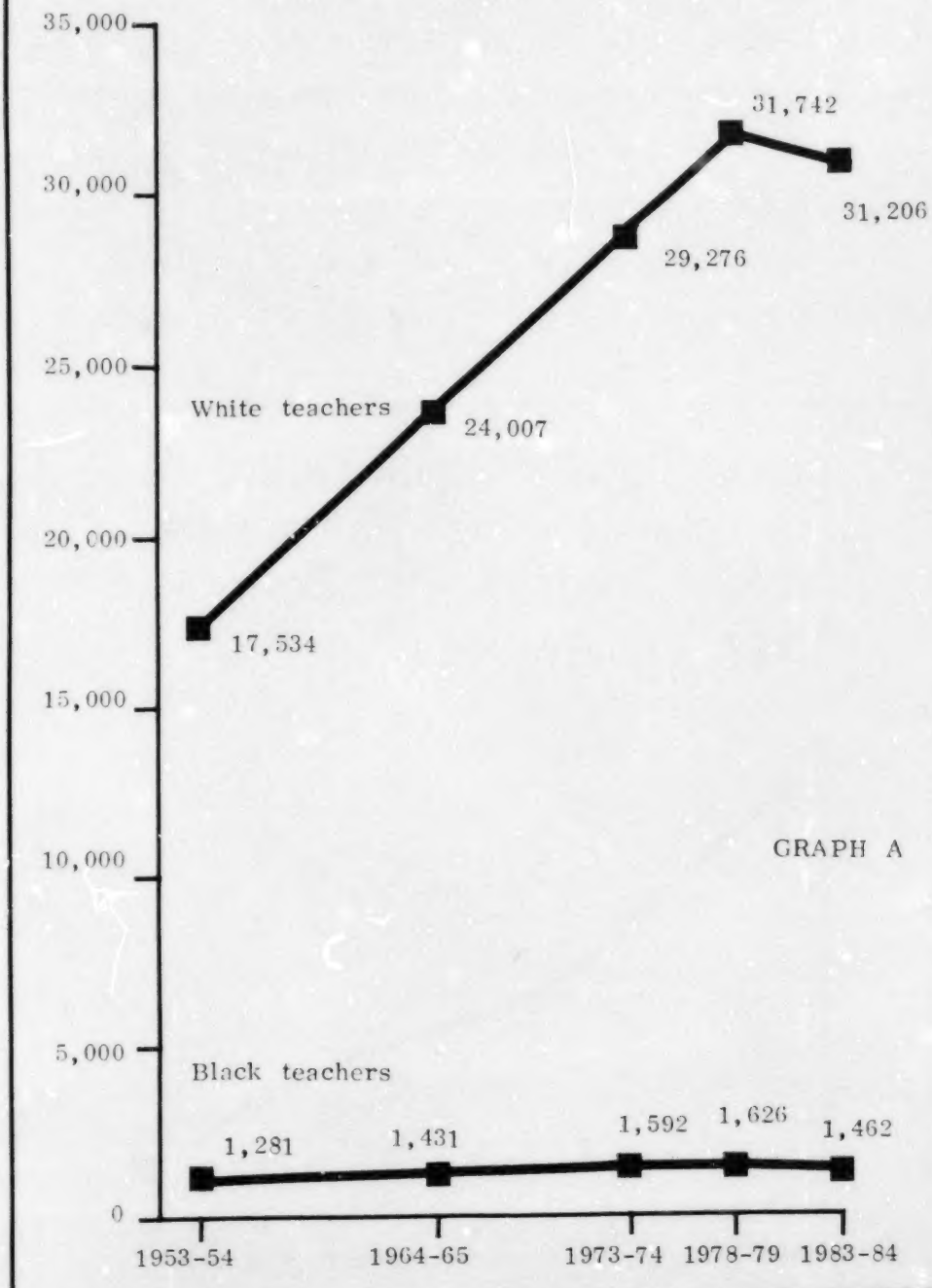
DISTRICTS DECREASED NUMBER AND PERCENTAGE OF BLACK TEACHERS

Between 1979 and 1984, the trend of small gains districts made in increasing the number of black teachers between 1954 and 1979 was broken, but the percentage of black teachers continued to decline while the percentage of white teachers continued to increase.

Public school officials employed 1,462 black teachers during 1984 compared to 1,626 black teachers during 1979, a loss of 164 black teachers or 10.1 percent. The 10.1 percent loss in the number of black teachers compares unfavorably with the 1.7 percent decline in the number of white (or non-black) teachers, which fell to 31,206 from 31,742. While the loss of 536 white teachers was more than the loss of 164 black teachers, on a percentage basis, the decline of 10.1 percent of the black teaching staff was over five times larger than the 1.7 percent decline in the white teaching staff.

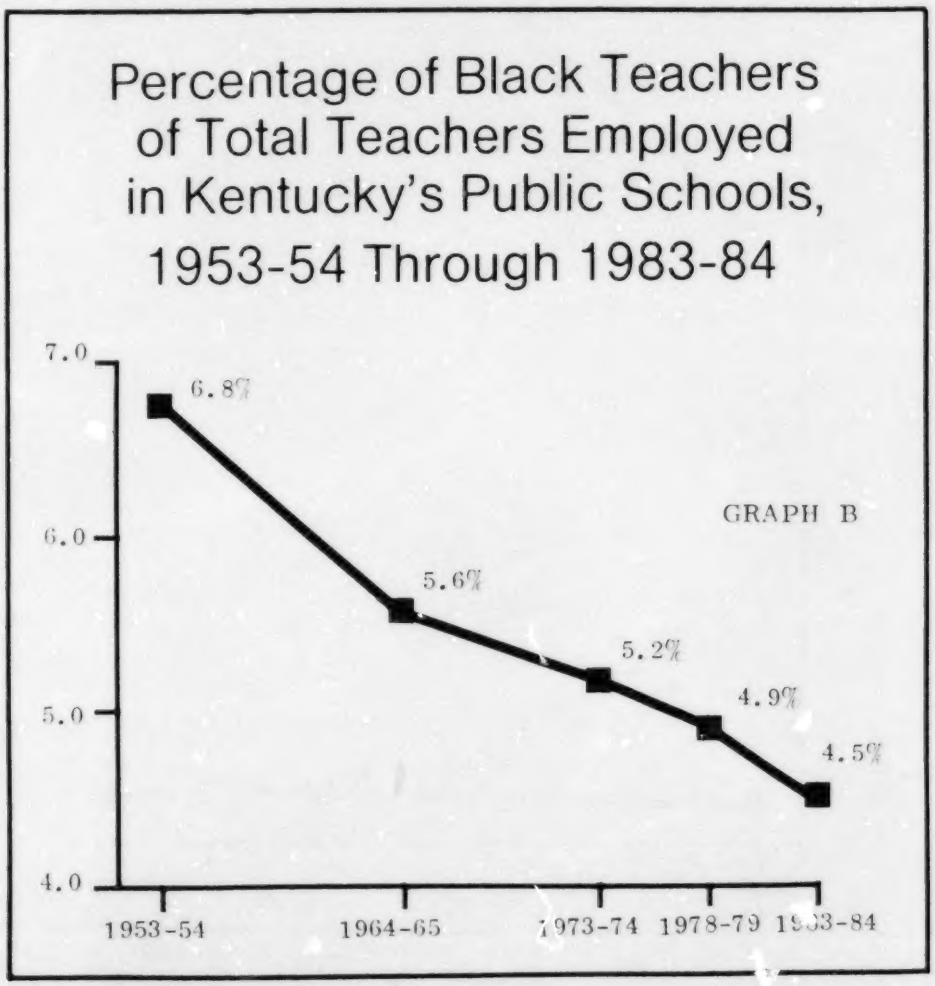
Since 1954--the last year separate schools for black and white students and teachers were given legal sanction--Kentucky's public schools added only 181 black teachers compared to the addition of 13,672 white teachers. (See Graph A). Black teacher employment increased very slowly from 1,281 black

Number of Black and White Teachers Employed in Kentucky's Public Schools, 1953-54 Through 1983-84



GRAPH A

teachers during 1954, to 1,431 during 1965, to 1,592 during 1974, and to 1,626 during 1979 before falling to 1,462 black teachers during 1984. White teacher employment increased by much greater amounts: from 17,534 white teachers during 1954, to 24,007 during 1965, to 29,276 during 1974, and to 31,742 during 1979 before being reduced to 31,206 white teachers during 1984. Black teacher employment increased by 14 percent during the 30-year period while white teacher employment increased by 78 percent. On average, officials made a net increase of six black teachers and 456 white teachers per year. For every 76 additional white teachers employed between 1954 and 1984, school officials employed only one additional black teacher.



The percentage of black teachers of all teachers declined steadily from its high point during 1954. (See Graph B). At that time, 6.8 percent of all teachers in the state's public schools were black. By 1965, school officials reduced the percentage of black teachers to 5.6 percent of all teachers. Districts continued to reduce the percentage of black teachers, to 5.2 percent during 1984, to 4.9 percent during 1979, and to 4.5 percent during 1984. The percentage of white teachers increased conversely during this time.

In short, between 1954 and 1984 and between 1979 and 1984, despite school desegregation state-wide, black teachers lost employment ground while white teachers gained employment ground.

43 DISTRICTS EMPLOYED FEWER BLACK TEACHERS

Forty-three school districts--including most of the state's largest districts--decreased black teacher employment during the last five years. They employed 229 fewer black teachers: 967 black teachers during 1984 compared to 1,196 during 1979. (See Table A).

The Jefferson County public schools lost more black teachers between 1979 and 1984 than all of the other state's school districts combined. However, the increased number of black teachers they employed during 1984 compared with the number which had been employed during 1954 by both the Jefferson County and Louisville school districts was more than twice the total gain of black teachers of all the state's other school districts combined for the 30-year period.

TABLE A

Comparison of Black Teacher Employment and Black Teacher Gap in Districts
Which Employed Fewer Black Teachers During 1983-84 Than During 1978-79

	1978-79							1983-84							***
	Students			Teachers				Students			Teachers			Loss Since	+/-
District	Total	Black	% Black	Total	Black	% Black	Gap*	Total	Black	% Black	Total	Black	% Black	Gap*	1978-79	Gap
Jefferson Co.	132,273	26,643	20.1	5,669	908	16.0	231	92,504	26,771	28.9	4,894	781	16.0	633	-127	+402
Owensboro Ind.	6,465	809	12.5	379	26	6.9	21	4,595	713	15.5	288	15	5.2	30	-11	+9
Covington Ind.	7,920	774	9.8	340	30	8.8	3	6,247	803	12.8	341	23	6.7	21	-7	+18
Paducah Ind.	3,846	1,243	32.3	262	32	12.2	53	4,095	1,418	34.6	228	25	11.0	54	-7	+1
Trigg Co.	2,010	399	19.8	108	10	9.3	11	1,950	370	19.0	99	4	4.0	15	-6	+4
Bowling Green I.	4,130	626	15.2	212	23	10.8	9	3,512	643	18.3	197	18	9.1	18	-5	+9
Caldwell Co.	2,475	230	9.3	125	7	5.6	5	2,397	172	7.2	127	3	2.4	6	-4	+1
Hardin Co.	10,624	763	7.2	497	15	3.0	21	10,745	833	7.7	483	11	2.3	26	-4	+5
Scott Co.	4,068	306	7.5	199	14	7.0	1	4,081	273	6.7	209	10	4.8	4	-4	+3
Danville Ind.	2,174	503	23.1	125	12	9.6	17	2,147	483	22.5	114	9	7.9	17	-3	NC
Franklin Co.	6,836	361	5.3	312	11	3.5	6	6,464	343	5.3	328	8	2.4	9	-3	+3
Elizabethtown I.	1,897	317	16.7	112	8	7.1	11	2,104	288	13.7	97	5	5.2	8	-3	-3
Hopkins Co.	8,288	749	9.0	409	20	4.9	17	8,470	769	9.1	418	17	4.1	21	-3	+4
Richmond Ind.	1,104	344	31.2	74	8	10.8	15	828	303	36.6	68	5	7.4	20	-3	+5
Walton-Verona I.	698	11	1.6	45	2	4.4	0**	813	10	1.2	45	0	0.0	1	-2	+1
Breckinridge Co.	3,206	180	5.6	141	4	2.8	4	2,632	168	6.4	132	2	1.5	6	-2	+2
Erlanger-Elsmere	3,566	74	2.1	139	3	2.2	0**	2,392	94	3.9	131	1	0.8	4	-2	+4
Murray Ind.	1,443	112	7.8	93	4	4.3	3	1,326	102	7.7	80	2	2.5	4	-2	+1
West Point Ind.	273	2	0.7	10	2	20.0	0**	244	3	1.2	11	0	0.0	0	-2	NC
Maysville Ind.	947	223	23.5	55	6	10.9	7	693	193	27.8	47	4	8.5	9	-2	+2
Hazard Ind.	1,144	135	11.8	64	2	3.1	6	1,275	114	8.9	63	0	0.0	6	-2	NC
Adair Co.	3,273	142	4.3	143	3	2.1	3	2,830	106	3.7	142	2	1.4	3	-1	NC
Pineville Ind.	529	33	6.2	30	1	3.3	1	525	24	4.8	32	0	0.0	2	-1	+1
Bracken Co.	1,222	14	1.1	63	1	1.6	0**	1,166	6	0.5	62	0	0.0	-	-1	NC
Cloverport Ind.	365	6	1.6	21	1	4.8	0**	364	0	0.0	22	0	0.0	-	-1	NC
Calloway Co.	3,228	62	1.9	134	1	0.7	3	2,969	21	0.7	148	0	0.0	1	-1	-2
Fulton Ind.	582	150	25.8	32	4	12.5	4	570	159	27.9	33	3	9.1	6	-1	+2
Mayfield Ind.	1,536	279	18.2	105	2	1.9	17	1,776	296	16.7	95	1	1.1	15	-1	-2

TABLE A (Continued)

District	1978-79 Students Total	Black	% Black	1978-79 Teachers Total	Black	% Black	Gap*	1983-84 Students Total	Black	% Black	1983-84 Teachers Total	Black	% Black	Gap*	Loss Since 1978-79	*** +/- Gap
Raceland Ind.	901	0	0.0	42	1	2.4	0**	838	0	0.0	42	0	0.0	-	-1	NC
Harlan Ind.	1,143	159	13.9	50	3	6.0	4	1,105	139	12.6	57	2	3.5	5	-1	+1
Harrison Co.	3,032	129	4.3	152	2	1.3	5	2,787	108	3.9	140	1	0.7	4	-1	-1
Hart Co.	2,709	211	7.8	142	3	2.1	8	2,413	171	7.1	131	2	1.5	7	-1	-1
Eminence Ind.	537	92	17.1	27	3	11.1	2	574	80	13.9	32	2	6.0	2	-1	0
Dawson Springs I.	561	0	0.0	45	1	2.2	0**	659	0	0.0	36	0	0.0	-	-1	NC
Leslie Co.	3,813	0	0.0	164	1	0.6	0**	3,606	3	0.08	166	0	0.0	-	-1	NC
Nelson Co.	4,730	156	3.3	195	8	4.1	2	3,517	135	3.8	189	7	3.7	0	-1	-2
Nicholas Co.	1,478	25	1.7	68	2	2.9	1	1,315	24	1.8	62	1	1.6	0	-1	-1
Oldham Co.	5,798	163	2.8	278	3	1.1	5	6,138	159	2.6	307	2	0.7	6	-1	+1
Owen Co.	1,552	30	1.9	79	1	1.3	0	1,729	27	1.6	85	0	0.0	1	-1	+1
Russell Co.	2,733	16	0.6	132	1	0.8	0**	2,682	19	0.7	137	0	0.0	1	-1	+1
Washington Co.	2,327	353	15.2	108	2	1.8	12	1,871	297	15.9	94	1	1.0	14	-1	+2
Wayne Co.	2,771	54	1.9	134	1	0.7	2	2,939	61	2.1	143	0	0.0	3	-1	+1
Providence Ind.	822	205	24.9	42	4	9.5	6	707	192	27.2	38	3	7.9	7	-1	+1
TOTALS	251,029	37,083	14.8	11,556	1,196	10.3	514	200,372	36,724	18.3	10,473	967	9.2	950	-229	+436

* Number of black teachers needed to achieve a district wide percentage of black teachers equal to the percentage of black students.
** School district with a percentage of black teachers greater than the percentage of black students.
*** A (+) indicates an increase in the black teacher gap, (-) indicates a decrease and (NC) indicates no change.

One hundred and twenty-seven fewer blacks taught in the Jefferson County Public Schools during 1984 than during 1979: 781 compared to 908 black teachers. The black teaching staff was decreased by 14 percent but the percentage of black teachers of the total number of teachers held at 16 percent for both school years.

The loss of 127 black teachers between 1979 and 1984 was worse than the loss between 1974 and 1979, when the Jefferson County Public Schools reduced the number of black teachers by 78 or 7.9 percent of the 1974 black teaching staff.

The 781 black teachers employed by the Jefferson County Public Schools during 1984 was an increase of 400 over the 381 black teachers employed by both the Jefferson County and Louisville school systems during 1954. Since the number of black teachers in the entire state increased by only 181 between 1954 and 1984, the increase of 400 black teachers in the Jefferson County schools accounted for more than 200 percent of the entire state's increase in black public school teachers during the period. Subtracting the increased number of black teachers employed in Jefferson County between 1954 and 1984 from the state's totals reveals that officials of the state's other school districts actually employed 219 fewer black teachers during 1984 than during 1954.

The Owensboro Board of Education officials allowed a decline of 11 in the number of black teachers between 1979 and 1984--the second worst black teacher reduction during the period. The Owensboro schools employed only 15 black teachers during 1984 compared with 26 during 1979. The district reduced the

percentage of blacks of the total teaching staff to 5.2 percent during 1984 from 6.9 percent during 1979.

Owensboro's loss of 11 black teachers erased almost all the gains in black teacher employment of the previous period, when the number of black teachers doubled, to 26 during 1979 from 13 during 1974. Between 1954 and 1984, the district reduced the number of black teachers from 21 to 15, a loss of 28.6 percent.

Two school districts each employed seven fewer black teachers during 1984 than during 1979: the Covington Independent Public Schools and the Paducah City Schools. The percentage of black teachers also fell at each district: from 8.8 percent to 6.7 percent at Covington, and from 12.2 percent to 11.0 percent at Paducah.

The reduction of seven black teachers by both of these districts erased the black teacher gains each made between 1974 and 1979. Paducah had increased its black teaching staff by five and Covington had increased its black teaching staff by three during the previous five-year period. Between 1954 and 1984, Covington reduced its black teaching staff from 31 to 23 and Paducah reduced its black teaching staff from 29 to 25.

The Trigg County schools employed four black teachers in 1984 compared with 10 in 1979, a decline to 4.0 percent from 9.3 percent of the total teaching staff. During the previous five-year period, the Trigg County schools gained two black teachers. Between 1954 and 1984, Trigg County reduced its black teaching staff from 12 to four.

The Bowling Green City Schools employed five fewer black teachers during 1984 than during 1979. The percentage of black

teachers declined to 9.1 percent from 10.8 percent. The loss of five black teachers erased almost all the increase of six black teachers school officials had made between 1974 and 1979. The Bowling Green schools employed 19 black teachers during 1954 compared to 18 black teachers during 1984.

The Hardin, Scott, and Caldwell county public schools each decreased the number of black teachers by four between 1979 and 1984. The percentage of black teachers of all teachers was also reduced by each district. During the previous five-year period, each district made advances in black teacher employment: Hardin County added 13 black teachers, Scott County added nine black teachers, and Caldwell added two black teachers. Between 1954 and 1984, Hardin County increased its black teaching staff from two to 11, Scott County increased its black teaching staff from seven to ten, and Caldwell County increased its black teachers from zero to three.

Five school districts--Danville, Franklin County, Elizabethtown, Hopkins County, and Richmond--decreased the number of black teachers each employed by three each during the last five years. The percentage of black teachers of the total teaching staffs in each district also declined. During the previous five-year period, the Hopkins County and Richmond school districts reduced black teacher employment while the Franklin County, Danville, and Elizabethtown school districts employed more black teachers. Between 1954 and 1984, Hopkins County officials maintained the status quo at 17 black teachers each year, Richmond decreased the number of black teachers from 15 to five, Elizabethtown reduced the number of black teachers from

seven to five, and Danville decreased the number of black teachers from 18 to nine. The Franklin County schools increased its black teaching staff from zero to eight.

Seven school districts lost two black teachers each between 1979 and 1984, and 22 school districts employed one fewer black teacher during 1984 than during 1979.

It is important to note that of the 43 school districts which employed fewer black teachers during 1984 than 1979, all but one of them also lowered the percentage of black teachers of the total: 42 increased the percentage of white teachers. Thirteen of the 40 districts--almost one in three--lost all their black teachers between 1979 and 1984, thus depriving both black and white students of even a single black role model in an educational setting.

39 DISTRICTS EMPLOYED MORE BLACK TEACHERS

Officials of 39 school districts--many of them rural county districts--employed a total of 65 more black teachers during 1984 than during 1979. (See Table B). They increased the number of black teachers to 402 from 337.

The Fayette County Public Schools--the state's second largest school district--employed eight more black teachers during 1984 than during 1979, the largest increase in the state. The percentage of black teachers of all teachers rose to 11.6 percent from 10.5 percent. During the previous five-year period, the Fayette County schools also increased the number of black teachers by more than any other district by adding 24 black

TABLE B

Comparison of Black Teacher Employment and Black Teacher Gap in Districts Which had More Black Teachers During 1983-84 Than During 1978-79

	1978-79							1983-84							***
	Students			Teachers				Students			Teachers			Gain Since	+/-
District	Total	Black	% Black	Total	Black	% Black	Gap*	Total	Black	% Black	Total	Black	% Black	Gap*	1978-79	Gap
Fayette Co.	34,455	5,967	17.3	1,834	193	10.5	124	30,308	6,195	20.4	1,739	201	11.6	154	+8	+30
Warren Co.	7,972	507	6.4	339	10	2.9	12	9,129	645	7.1	409	16	3.9	13	+6	+1
Clark Co.	5,851	379	6.5	276	6	2.2	13	5,467	360	6.6	269	11	4.1	7	+5	-6
Newport Ind.	4,780	224	4.7	230	8	3.5	3	3,491	215	6.2	224	11	4.9	3	+3	NC
Pulaski Co.	7,194	5	0.07	294	0	0.0	-	6,719	26	0.4	322	3	0.9	0**	+3	NC
Ashland Ind.	4,651	143	3.1	237	2	0.8	5	3,738	131	3.5	202	4	2.0	3	+2	-2
Bullitt Co.	11,531	86	0.8	450	4	0.9	0**	10,627	48	0.5	473	6	1.3	0**	+2	NC
Floyd Co.	9,669	48	0.5	414	0	0.0	2	9,830	56	0.6	426	2	0.5	0	+2	-2
Kenton Co.	13,522	114	0.8	544	0	0.0	4	10,737	48	0.4	567	2	0.4	0	+2	-4
Letcher Co.	5,344	10	0.2	243	0	0.0	-	5,446	8	0.1	240	2	0.8	0**	+2	NC
Pikeville Ind.	1,008	54	5.4	62	1	1.6	2	1,310	45	3.4	71	3	4.2	0**	+2	-2
Allen Co.	2,558	48	1.9	118	1	0.8	1	2,555	31	1.2	124	2	1.6	0**	+1	-1
Anderson Co.	2,522	119	4.7	115	2	1.7	3	2,708	135	5.0	124	3	2.4	3	+1	NC
Bath Co.	2,003	77	3.8	102	0	0.0	4	1,956	59	3.0	105	1	1.0	2	+1	-2
Middlesboro Ind.	2,551	181	7.1	127	3	2.4	6	2,535	170	6.7	127	4	3.1	5	+1	-1
Boone Co.	9,092	76	0.8	401	1	0.2	2	8,586	38	0.4	422	2	0.5	0**	+1	-2
Bourbon Co.	2,529	74	2.9	141	0	0.0	4	2,422	63	2.6	130	1	0.8	2	+1	-2
Paris Ind.	1,323	311	23.5	76	4	5.3	14	1,328	328	24.7	75	5	6.7	14	+1	NC
Campbell Co.	6,450	5	0.08	219	0	0.0	-	4,167	0	0.0	214	1	0.5	0**	+1	NC
Carlisle Co.	1,089	15	1.4	51	1	2.0	0**	952	10	1.5	48	2	4.2	0**	+1	NC
Carroll Co.	1,935	29	1.5	95	1	1.0	0	1,811	32	1.8	103	2	1.9	0**	+1	NC
Christian Co.	10,189	3,033	29.8	479	44	9.2	99	9,574	3,118	32.6	457	45	9.8	104	+1	+5
Clay Co.	5,706	66	1.2	270	1	2.2	2	5,229	80	1.5	247	2	0.8	2	+1	NC
Fleming Co.	2,442	58	2.4	127	2	1.6	1	2,418	55	2.3	128	3	2.3	0	+1	-1
Harlan Co.	7,988	183	2.3	362	7	1.9	1	7,606	260	3.4	385	8	2.1	5	+1	+4
Hickman Co.	1,148	184	16.0	60	1	1.7	9	1,021	153	15.0	54	2	3.7	6	+1	-3
Larue Co.	2,228	121	5.4	114	0	0.0	6	2,228	108	4.8	110	1	0.9	4	+1	-2
Madison Co.	7,429	103	1.4	289	2	0.7	2	6,817	144	2.1	338	3	0.9	4	+1	+2

TABLE B (Continued)

District	1978-79 Students Total	Students Black	Students % Black	Teachers Total	Teachers Black	Teachers % Black	Gap*	1983-84 Students Total	Students Black	Students % Black	Teachers Total	Teachers Black	Teachers % Black	Gap*	Gain Since 1978-79	*** +/- Gap
Mason Co.	2,627	139	5.3	116	0	0.0	6	2,378	116	4.9	115	1	0.9	5	+1	+1
McCracken Co.	7,120	120	1.7	293	4	1.4	1	6,748	144	2.1	308	5	1.6	1	+1	NC
Monroe Co.	2,470	113	4.6	130	1	0.8	5	2,375	97	4.1	132	2	1.5	3	+1	-2
Montgomery Co.	4,044	238	5.9	210	3	1.4	9	4,280	214	5.0	230	4	1.7	7	+1	-2
Muhlenburg Co.	5,036	112	2.2	213	4	1.9	1	4,719	97	2.1	223	5	2.2	0**	+1	-1
Ohio Co.	4,505	58	1.3	212	0	0.0	3	4,514	55	1.2	208	1	0.5	1	+1	-2
Pike Co.	15,806	43	0.3	728	0	0.0	2	16,252	15	0.09	741	1	0.1	0	+1	-2
Shelby Co.	4,299	518	12.0	200	7	3.5	17	4,477	523	11.7	200	8	4.0	15	+1	-2
Simpson Co.	3,144	432	13.7	155	13	8.4	8	2,965	437	14.7	150	14	9.3	8	+1	NC
Campbellsville I.	1,441	197	13.7	70	5	7.1	5	1,348	163	12.1	66	6	9.1	2	+1	-3
Woodford Co.	3,676	319	8.7	187	6	3.2	10	3,492	306	8.8	183	7	3.8	9	+1	-1
TOTALS	229,327	14,511	6.3	10,583	337	3.2	330	214,263	14,728	6.9	10,689	402	3.8	335	+65	+5

* Number of black teachers needed to achieve a district wide percentage of black teachers equal to the percentage of black students.

** School district with a percentage of black teachers greater than the percentage of black students.

*** A (+) indicates an increase in the black teacher gap, (-) indicates a decrease and (NC) indicates no change.

teachers. Between 1954 and 1984, the Fayette County schools increased the number of black teachers employed by 100 to 201 compared with a total of 101 black teachers which had been employed by both the Fayette County and the now-defunct Lexington city schools during 1954.

The Warren County Schools increased the number of black teachers by six between 1978-79 and 1983-84, the second largest increase in the state. The percentage of black teachers of the total teaching staff rose to 3.9 from 2.9 percent. During the previous five-year period the Warren County Schools gained four black teachers. The 16 black teachers employed during 1984 compares with nine black teachers employed during 1954.

The Clark County schools employed five more black teachers during 1984 than 1979. The percentage of black teachers of the total teaching staff also increased. Between 1974 and 1979 the district added one black teacher. Since 1954, the Clark County schools gained nine black teachers to bring the total number of black teachers employed during 1984 to 11.

The Newport Public Schools and Pulaski County Schools each added three black teachers between 1979 and 1984 and each raised the percentage of black teachers. The Newport schools added four black teachers during the previous five-year period and the Pulaski County schools employed no black teachers during 1974 nor 1979. Between 1954 and 1984, the Newport schools increased the number of black teachers employed from three to 11, and the Pulaski County schools increased black teacher employment from one to three.

Six school districts each added two black teachers between

1979 and 1984: Ashland and Pikeville, and the districts of Bullitt, Floyd, Kenton, and Letcher Counties. Twenty-eight mostly rural school districts each added one black teacher during the period--71.9 percent of the 39 districts which added black teachers between 1979 and 1984.

The success of these 39 school districts in adding black teachers between 1979 and 1984 is shown in the fact that all of the districts also employed a higher percentage of black teachers during the period. Eleven of the districts added blacks to teaching staffs which included no black teachers during 1978-79.

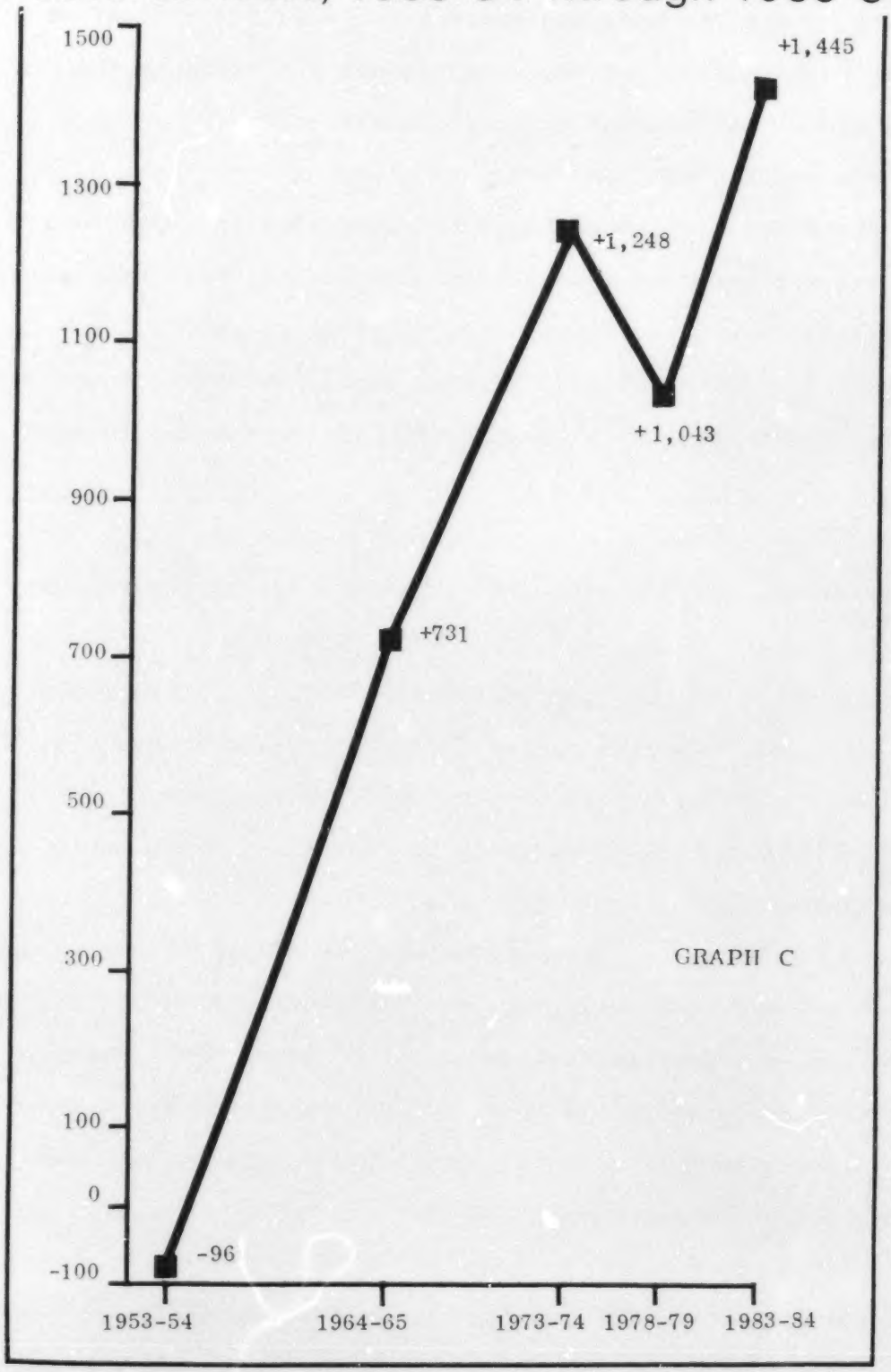
BLACK TEACHER GAP INCREASED IN DISTRICTS WITH GREATEST NUMBER OF BLACK STUDENTS

The black teacher gap in Kentucky's public schools worsened to 1,445 black teachers during 1984 from 1,043 during 1979, an increase of 402 black teachers or 38.5 percent. (See Graph C). Between 1954 and 1984, the black teacher gap widened by an astonishing margin--1,541 teachers.

No black teacher gap existed statewide during 1954 because, at 6.8 percent, the percentage of black teachers of all teachers was higher than the percentage of black students of the total number of students at 6.3 percent. It would have taken the loss of 96 black teachers to bring parity between the percentages of black teachers and students and to reach a black teacher gap of zero.

But during the following 30 years the percentage of black teachers was reduced, the percentage of black students rose, and

Black Teacher Gap in Kentucky's Public Schools, 1953-54 Through 1983-84



GRAPH C

the black teacher gap exploded. By 1965, 731 additional black teachers were needed to balance the percentages of black teachers and students. The gap rose to 1,248 during 1974 and declined to 1,043 black teachers during 1979.*

Statewide during 1984, the number of black teachers fell to 4.5 percent of all teachers and the number of black students rose to 8.9 percent of all students. As a result, the black teacher gap hit a new high of 1,445 black teachers. The increase of the gap by 402 black teachers during the last five years can be largely attributed to the districts with the state's largest black student populations: the Jefferson and Fayette County school districts. (See Table C).

In the Jefferson County Public Schools, the black teacher gap rose by 402 black teachers to 633 during 1984 from 231 during 1979, an increase of 174 percent. The growth of the district's gap by 402 black teachers accounted for 100.0 percent of the state's total gap increase of 402 black teachers. The district's 1984 gap of 633 black teachers accounted for 43.8 percent of the state's total gap of 1,445 black teachers compared with 22.1 percent of the total gap in 1979.

The black teacher gap in the Fayette County Public Schools rose by 30 black teachers during the last five years, to 154 from 124 black teachers, an increase of 24.2 percent. Fayette County's gap rose despite the fact that it added eight black teachers during the period.

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*The black teacher gap during 1979 was undoubtedly larger than 1,043. See Methodological Notes for an explanation.

TABLE C

Comparison of Black Teacher Gaps in School Districts with the Largest Black Student Populations, 1978-79 and 1983-84

	1978-79							1983-84						
	Students			Teachers			Black Teacher	Students			Teachers			Black Teacher	+/-
District	Total	Black	% Black	Total	Black	% Black	Gap*	Total	Black	% Black	Total	Black	% Black	Gap*	Gap**
Jefferson Co.	132,273	26,643	20.1	5,669	908	16.0	231	92,504	26,771	28.9	4,894	781	16.0	633	+402
Fayette Co.	34,455	5,967	17.3	1,834	193	10.5	124	30,308	6,195	20.4	1,739	201	11.6	154	+30
Christian Co.	10,189	3,033	29.8	479	44	9.2	99	9,574	3,118	32.6	457	45	9.8	104	+5
Paducah Ind.	3,846	1,243	32.3	262	32	12.2	53	4,095	1,418	34.6	228	25	11.0	54	+1
Hardin Co.	10,624	763	7.2	497	15	3.0	21	10,745	833	7.7	483	11	2.3	26	+5
Covington Ind.	7,920	774	9.8	340	30	8.8	3	6,247	803	12.8	341	23	6.7	21	+18
Hopkins Co.	8,288	749	9.0	409	20	4.9	17	8,470	769	9.1	418	17	4.1	21	+4
Henderson Co.	8,643	774	9.0	366	9	2.5	24	7,761	757	9.7	357	9	2.5	26	+2
Owensboro Ind.	6,465	809	12.5	379	26	6.9	21	4,595	713	15.5	288	15	5.2	30	+9
Warren Co.	7,972	507	6.4	339	10	2.9	12	9,123	645	7.1	409	16	3.9	13	+1
Bowling Green Ind.	4,130	626	15.2	212	23	10.8	9	3,512	643	18.3	197	18	9.1	18	+9
Shelby Co.	4,299	518	12.0	200	7	3.5	17	4,477	523	11.7	200	8	4.0	15	-2
Danville Ind.	2,174	503	23.1	125	12	9.6	17	2,147	483	22.5	114	9	7.9	17	NC
Simpson Co.	3,144	432	13.7	155	13	8.4	8	2,965	437	14.7	150	14	9.3	8	NC
Trigg Co.	2,010	399	19.8	108	10	9.3	11	1,950	370	19.0	99	4	4.0	15	+4
Clark Co.	5,851	379	6.5	276	6	2.2	12	5,467	360	6.6	269	11	4.1	7	-5
Marion Co.	4,454	449	10.1	176	7	4.0	11	3,202	359	11.2	161	7	4.3	11	NC
Franklin Co.	6,836	361	5.3	312	11	3.5	6	6,464	343	5.3	328	8	2.4	9	+3
Bardstown Ind.	1,767	301	17.0	89	3	3.4	12	1,474	329	22.3	84	3	3.6	16	+4
Paris Ind.	1,323	311	23.5	76	4	5.3	14	1,328	328	24.7	75	5	6.7	14	NC
Todd Co.	2,409	396	16.4	114	1	0.9	18	2,079	327	15.7	107	1	0.9	16	-2
Union Co.	3,356	293	8.7	145	3	2.1	10	3,033	322	10.6	148	3	2.0	13	+3
Russellville Ind.	1,367	249	18.2	82	4	4.9	11	1,589	319	20.1	84	4	4.8	13	+2
Woodford Co.	3,676	319	8.7	187	6	3.2	10	3,492	306	8.8	183	7	3.8	9	-1
Richmond Ind.	1,104	344	31.2	74	8	10.8	15	828	303	36.6	68	5	7.4	20	+5
TOTALS	278,575	47,142	16.9	12,905	1,405	10.9	776	227,435	47,774	21.0	11,881	1,250	10.5	1,245	+469

*Number of black teachers needed to achieve a district-wide percentage of black teachers equal to the percentage of black students.
**A (+) indicates an increase in the black teacher gap, (-) indicates a decrease and (NC) indicates no change.

Officials of the Covington Independent Public Schools allowed the state's third worst black teacher gap increase between 1979 and 1984. The reduction of seven black teachers helped balloon the gap by 18 black teachers to 21 from three.

Other school districts with large student populations which experienced large black teacher gap increases between 1979 and 1984 are: the Owensboro Board of Education, which allowed its gap to increase by nine to 30 black teachers; the Bowling Green City Schools, which allowed its gap to grow by nine to 18 black teachers; and the school districts of Hardin County, Christian County, and Richmond Independent, which each allowed their gaps to increase by five black teachers. The school districts of Trigg County, Erlanger-Elsmere Independent, Hopkins County, Bardstown Independent, and Harlan County each allowed their gaps to increase by four black teachers.

In addition to those school districts already cited, the following districts allowed black teacher gaps of ten or more during 1984: Henderson County, 26 black teachers; Danville, 17; Todd and Fulton Counties, 16; Mayfield and Shelby Counties, 15; Paris and Washington Counties, 14; Warren and Union Counties, and Russellville, 13; and Marion County, 11.

Of the 57,397 black students enrolled in Kentucky's public schools during 1984, 47,774 or 83.3 percent attended the 25 school districts with the largest black student populations and the worst black teacher gaps. These 25 districts needed to hire an additional 1,283 black teachers during 1984 before these students could be taught by a black teaching staff proportionate to their percentage of the total student population.

CONCLUSIONS

Officials of most of the public school districts in Kentucky deserve a failing grade for their failure to hire or retain more black teachers while dramatically increasing the number of white teachers between 1954 and 1984, and for reducing the number of black teachers between 1979 and 1984.

The long, steady decline in the percentage of black teachers employed compared to the increase in the percent of white teachers employed between 1954 and 1984 indicates that past discrimination against black teachers--if it has in fact been eliminated--has been far from overcome by remedial affirmative action efforts of school officials to effectively recruit and retain more black teachers. Even where intentional discrimination is not evident, the result--non- or under-employment of black teachers--is the same. Many blacks with teaching certificates may have settled into positions outside teaching, potential teaching positions having been placed out of their reach by the disproportionate hiring of new white teachers. This not only harms potential black teachers and the economic well-being of the community, it also limits the education of black and white students.

A number of studies have shown that a lack of black teachers can be detrimental to black students. Some of these studies were cited in the multi-volume publication, "Assessment of Current Knowledge About the Effectiveness of School Desegregation Strategies," edited by Willis D. Hawley.[1] The studies found that: 1.) black students of equal achievement test performance

in schools with the same student racial composition will have higher grades with more black teachers on staff and they will be more likely to attend college; 2.) disproportionate minority suspensions are related to a lack of minority teachers and principals; 3.) minority teachers tended to give minority students more attention in non-academic situations and to be more equitable in their instructional groupings; and 4.) black teachers are less likely than white teachers to place black students in lower learning tracks. A 1979 study which reviewed the limited research on the influence of minority teachers on minority elementary students found that, other things being equal, minority elementary school students have higher achievement when they have minority teachers. In addition, the education of white students is incomplete and diminished without first-hand experience of blacks in teaching and counseling positions.

District officials can correct the injustices cited in this report and make the positive aspects of the studies cited in Hawley's publication reality for Kentucky's students by employing more black teachers and ultimately closing the state's excessively high black teacher gap. To accomplish this, Kentucky's school administrators should take the following actions:

1. <u>Develop and implement affirmative action plans with goals and timetables for recruitment, employment, and placement of black teachers</u>. While it may not be possible for school districts to eliminate their entire black teacher gap in a single year, timetables should be established so that increments of the

gap--in stages over a number of years--can be eliminated. Had these timetables been established when affirmative action programs were being accepted nationally and diligently met since then, it is likely that most school districts in Kentucky would have had no black teacher gap during 1984.

2. Provide greater employment opportunities for blacks in all levels of employment, including coaches, principals, and counselors. The authors of "Assessment of Current Knowledge About the Effectiveness of School Desegregation Strategies" stated that black students tend to benefit from minority counselors.[2]

3. Recruit blacks from local districts who receive teacher certification. To help accomplish this, educational grants and loans conditional upon returning to the local school district when teaching certification is completed could be implemented by administrators.

4. Provide standardized, objective criteria for evaluating professional staff in hiring, firing, transfer, promotion, and demotion. Antiquated "old-boy" networks which provide employment by having inside contacts conflict with the democratic principles schools should be trying to promote, and should be stopped.

5. Develop regular contact with interested black groups in local districts and enlist their aid in locating and recruiting black teachers and staff members. These groups should be kept fully informed about recruiting plans and schedules. Programs can be established through interested groups in which district teachers act as mentors to help and encourage prospective black graduates who express an interest in teaching in the district.

6. Make use of the annual "Black Graduates of Kentucky" employment directory published by the Commission as a source for recruiting black teachers, counselors, and administrators.

In addition, the Kentucky Department of Education should assist school districts in recruiting black teachers by establishing and funding a central clearinghouse to serve as a registry for black teachers and for districts seeking black teachers and administrators. The Department's publication entitled "Minority Recruitment Guide," which provides recommendations to aid school administrators in hiring black teachers, is another useful source of information.

The eight school districts which employed more black teachers and also eliminated their black teacher gap between 1979 and 1984 demonstrate that other school officials can make progress in employing more black teachers. Those school districts--whose employment policies should be commended--were: Floyd County, Pikeville Independent, Kenton County, Boone County, Allen County, Fleming County, Pike County, and Muhlenberg County. Unfortunately, only small numbers of black students attended schools in these districts; the majority of the state's black students attended schools in the largest school districts which also had the largest under-representation of black teachers.

It is critical that the administrators of Kentucky's public schools fully acknowledge and act upon their responsibility to the education of the children of the black community. This responsibility includes but goes beyond ensuring desegregated schools, encouraging desegregated classrooms, and dedication to the highest academic standards. Their responsibility should

include providing black and white students with role models of blacks in positions of authority, establishing a cooperative bicultural environment of adults working together to which students can relate and learn from, and providing black (and white) students with black teachers and administrators who can relate to their special needs and concerns in ways which may be unmeasurable but are nonetheless real.

Kentucky's public school administrators can fulfill these additional responsibilities by employing more black teachers. If administrators persist in failing to increase the employment of black teachers, they will continue to erode the remaining trust, goodwill, and sense of ownership felt toward the public schools by the black community, and further secure the existence of obstacles which block the path toward full integration.

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[1]Willis D. Hawley, et al. Assessment of Current Knowledge About the Effectiveness of School Desegregation Strategies, Volume I, Vanderbilt University, April, 1981, pp. 86-87.

[2]Ibid, pp. 88-89.

METHODOLOGICAL NOTES

Data for this report were obtained from several different sources.

Teacher employment and student enrollment data for the 1953-54 school year were obtained from the "Superintendent's Biennial Report 1955," published by the Kentucky Department of Education, pages 364-381. Teacher data were based on full-time teaching positions and student data were based on total enrollment figures. The 1953-54 data were broken down by race.

The "Biennial Report on the Educational Progress of Kentucky" for the biennium ended June 30, 1965, did not count black and white teachers and students separately. For this reason, the 1964-65 data used in this report are accurate approximations derived from several sources. Where it was proven to be accurate, teacher and student data were taken from the publication, "Racial Integration in the Public Schools of Kentucky, Twelve Periodic Reports," published by the Kentucky Department of Education in July 1968, pages 161-183. These were supplemented by teacher and student data for all-black schools taken from tables in "Integration in Public Schools in Kentucky."

Where it was proven that neither of these sources accounted for all-white schools in a district, the two were supplemented with full-time teacher data and total student enrollment data from the superintendent's 1964-65 biennial report, pages 354-369. Additional teacher and student data were obtained directly from the Owensboro Board of Education and the Jefferson County Public Schools. Minor supplemental teacher and student data were added to the Graves County and Lexington Independent districts' data.

Data for the 1973-74 school year were obtained from the Commission's report, "Kentucky's Black Teacher Gap," published in August 1975. Because the Kentucky Department of Education did not count black and white teachers and students separately at that time, data for the 1975 report were compiled from several sources. Teacher data were obtained from the EEO-5 forms of 150 districts and from direct contact with school officials. Student data were obtained from an HEW Office of Civil Rights survey of 34 districts, estimates considered accurate within 1 percent based on school census reports, and from direct contact with school officials. Minor errors contained in the 1973-74 report were corrected in subsequent reports.

The Kentucky Department of Education supplied data for the 1978-79 school year. Teacher data were obtained from program PN-PS604R, "Certified Personnel By Race and Sex." Student data were obtained from program PN-71035R, "Census By Race." Because the census data includes private school enrollment which was not factored out, the 1978-79 data undoubtedly overestimate white student enrollment. This, in turn, lowered the percentage of black students, which had the effect of making the black teacher

gap for 1978-79 lower than it actually was. Student and teacher data for the 1978-79 school year in this report supersede data in Commission report 79-6, "Slight Increase Leaves Large Black Teacher Gap."

Teacher and student data for the 1983-84 school year were also obtained from the Kentucky Department of Education. Teacher data were based on program PN-PS604R, "Certified Personnel by Race and Sex 1983-84," which was based on a September 1983 teacher count. Student data were based on program SD065R, "Membership by Race, District Totals--Public School Year 1983-84," which was based on a September 1983 student count. The Commission encourages the Kentucky Department of Education to continue counting teachers and students by this standard.

The state's black teacher gap for each school year covered in this report was calculated by multiplying the total number of teachers by the percentage of black student enrollment and subtracting the resulting figure from the number of black teachers. The state's black teacher gap was not calculated by adding the gaps of the individual school districts.

BIBLIOGRAPHY OF RELATED COMMISSION PUBLICATIONS

Slight Increase Leaves Large Black Teacher Gap. This report compares the employment of black teachers in Kentucky's public schools during 1978-79 and 1973-74 and shows that, despite an overall increase in the number of black teachers statewide, the percentage of black teachers declined. (Data contained in Staff Report 84-4 supersedes some data presented in this report.) 16 pp. October, 1979.

Kentucky's Black Teacher Gap, compares black teacher employment during 1973-74 with the 1954-55 school year. It shows that the number of black teachers increased by 300, but that over half of Kentucky's school districts employed fewer black teachers in 1973-74 than in 1954-55. 20 pp. August, 1975.

Copies of these reports are available upon request from the Kentucky Commission on Human Rights.

ACKNOWLEDGEMENT

Special thanks to Susan Goins and Wendell McCourt of the Office of Administrative Services, Kentucky Department of Education, for their patient help in locating some of the data used to write this report.

APPENDIX A

PUPIL POPULATION, INSTRUCTIONAL STAFF AND BLACK TEACHER GAP* FOR KENTUCKY PUBLIC SCHOOL DISTRICTS, 1983-1984

School District	Pupil Enrollment			Instructional Staff			Black Tchr Gap*	Black Teacher Loss/Gain Since 1978-79
	Total	Black	% Black	Total	Black	% Black		
Adair County	2,830	106	3.7	142	2	1.4	3	-1
Allen County	2,555	31	1.2	124	2	1.6	0	+1
Anderson County	2,708	135	5.0	124	3	2.4	3	+1
Ballard County	1,673	87	5.2	92	0	0.0	5	0
Barren County	3,232	46	1.4	157	1	0.6	1	0
Caverna Ind.	1,064	138	13.0	55	2	3.6	5	0
Glasgow Ind.	2,332	232	9.9	126	4	3.2	8	0
Bath County	1,956	59	3.0	105	1	1.0	2	+1
Bell County	4,758	3	0.06	226	0	0.0	0	0
Middlesboro Ind.	2,535	170	6.7	127	4	3.1	5	+1
Pineville Ind.	525	24	4.8	32	0	0.0	2	-1
Boone County	8,586	38	0.4	422	2	0.5	0	+1
Walton-Verona Ind.	813	10	1.2	45	0	0.0	1	-2
Bourbon County	2,422	63	2.6	130	1	0.8	2	+1
Paris Independent	1,328	328	24.7	75	5	6.7	14	+1
Boyd County	4,985	6	0.1	245	0	0.0	0	0
Ashland Ind.	3,738	131	3.5	202	4	2.0	3	+2
Fairview Ind.	919	0	0.0	45	0	0.0	-	0
Boyle County	2,482	53	2.1	135	0	0.0	3	0
Danville Ind.	2,147	483	22.5	114	9	7.9	17	-3
Bracken County	1,166	6	0.5	62	0	0.0	0	-1
Augusta Ind.	286	5	1.7	20	0	0.0	0	0
Breathitt County	3,403	7	0.2	155	0	0.0	0	0
Jackson Ind.	401	3	0.7	22	0	0.0	0	0
Breckinridge Co.	2,632	168	6.4	132	2	1.5	6	-2
Cloverport Ind.	364	0	0.0	22	0	0.0	-	-1
Bullitt County	10,627	48	0.5	473	6	1.3	0	+2
Butler County	2,270	12	0.5	109	0	0.0	1	0
Caldwell County	2,397	172	7.2	127	3	2.4	6	-4
Calloway County	2,969	21	0.7	148	0	0.0	1	-1
Murray Ind.	1,326	102	7.7	80	2	2.5	4	-2
Campbell County	4,167	0	0.0	214	1	0.5	0	+1
Bellevue Ind.	1,042	0	0.0	56	0	0.0	-	0
Dayton Ind.	1,338	0	0.0	72	0	0.0	-	0
Ft. Thomas Ind.	2,016	0	0.0	119	0	0.0	-	0
Newport Ind.	3,491	215	6.2	224	11	4.9	3	+3

APPENDIX A (Continued)

School District	Pupil Enrollment Total	Black	% Black	Instructional Staff Total	Black	% Black	Black Tchr Gap*	Black Teacher Loss/Gain Since 1978-79
Silver Grove Ind.	330	0	0.0	21	0	0.0	-	0
Southgate Ind.	153	0	0.0	12	0	0.0	-	0
Carlisle County	952	10	1.5	48	2	4.2	0	+1
Carroll County	1,811	32	1.8	103	2	1.9	0	+1
Carter County	5,436	4	0.07	293	0	0.0	0	0
Casey County	2,868	0	0.0	143	0	0.0	-	0
Christian County	9,574	3,118	32.6	457	45	9.8	104	+1
Clark County	5,467	360	6.6	269	11	4.1	7	+5
Clay County	5,229	80	1.5	247	2	0.8	2	+1
Clinton County	1,789	1	0.06	97	0	0.0	0	0
Crittenden County	1,622	8	0.5	82	0	0.0	0	0
Cumberland County	1,198	54	4.5	68	2	2.9	1	0
Daviess County	8,574	98	1.1	423	3	0.7	2	0
Owensboro Ind.	4,595	713	15.5	288	15	5.2	30	-11
Edmonson County	2,088	11	0.5	95	0	0.0	0	0
Elliott County	1,435	0	0.0	75	0	0.0	-	0
Estill County	3,230	0	0.0	157	0	0.0	-	0
Fayette County	30,308	6,195	20.4	1,739	201	11.6	154	+8
Fleming County	2,418	55	2.3	128	3	2.3	0	+1
Floyd County	9,830	56	0.6	426	2	0.5	0	+2
Franklin County	6,464	343	5.3	328	8	2.4	9	-3
Frankfort Ind.	770	150	19.5	50	3	6.0	7	0
Fulton County	1,129	302	26.7	67	2	3.0	16	0
Fulton Ind.	570	159	27.9	33	3	9.1	6	-1
Gallatin County	1,014	23	2.3	48	0	0.0	1	0
Garrard County	1,921	106	5.5	107	1	0.9	5	0
Grant County	2,454	2	0.08	117	0	0.0	0	0
Williamstown Ind.	512	0	0.0	31	0	0.0	-	0
Graves County	3,871	42	1.1	186	0	0.0	2	0
Mayfield Ind.	1,776	296	16.7	95	1	1.1	15	-1
Grayson County	4,047	20	0.5	202	1	0.5	0	0
Green County	1,873	71	3.8	90	4	4.4	0	0
Greenup County	4,537	31	0.7	193	3	1.6	2	0
Raceland Ind.	838	0	0.0	42	0	0.0	-	0
Russell Ind.	2,944	3	0.1	130	0	0.0	0	0
Hancock County	1,738	18	1.0	88	0	0.0	1	0
Hardin County	10,745	833	7.7	483	11	2.3	26	-4
Elizabethtown Ind.	2,104	288	13.7	97	5	5.2	8	-3
West Point Ind.	244	3	1.2	11	0	0.0	0	-2
Harlan County	7,606	260	3.4	385	8	2.1	5	+1

APPENDIX A (Continued)

School District	Pupil Enrollment Total	Black	% Black	Instructional Staff Total	Black	% Black	Black Tchr Gap*	Black Teacher Loss/Gain Since 1978-79
Harlan Ind.	1,105	139	12.6	57	2	3.5	5	-1
Harrison County	2,787	108	3.9	140	1	0.7	4	-1
Hart County	2,413	171	7.1	131	2	1.5	7	-1
Henderson County	7,761	757	9.7	357	9	2.5	26	0
Henry County	1,977	50	2.5	103	2	1.9	1	0
Eminence Ind.	574	80	13.9	32	2	6.0	2	-1
Hickman County	1,021	153	15.0	54	2	3.7	6	+1
Hopkins County	8,470	769	9.1	418	17	4.1	21	-3
Dawson Springs Ind.	659	0	0.0	36	0	0.0	-	-1
Jackson County	2,531	1	0.04	134	0	0.0	0	0
Jefferson County	92,504	26,771	28.9	4,894	781	16.0	633	-127
Anchorage Ind.	270	3	1.1	19	1	5.3	0	0
Jessamine County	5,132	186	3.6	238	3	1.3	6	0
Johnson County	4,755	1	0.02	219	0	0.0	0	0
Paintsville Ind.	786	11	1.4	46	0	0.0	1	0
Kenton County	10,737	48	0.4	567	2	0.4	0	+2
Beechwood Ind.	657	0	0.0	37	0	0.0	-	0
Covington Ind.	6,247	803	12.8	341	23	6.7	21	-7
Erlanger-Elsmere I.	2,392	94	3.9	131	1	0.8	4	-2
Ludlow Ind.	939	0	0.0	47	0	0.0	-	0
Knott County	4,090	30	0.7	200	1	0.5	0	0
Knox County	5,608	38	0.7	264	3	1.1	0	0
Barbourville Ind.	409	12	2.9	24	0	0.0	1	0
Larue County	2,228	108	4.8	110	1	0.9	4	+1
Laurel County	8,086	74	0.9	349	2	0.6	1	0
East Bernstadt Ind.	339	6	1.8	16	0	0.0	0	0
Lawrence County	3,120	4	0.1	156	0	0.0	0	0
Lee County	1,586	8	0.5	76	0	0.0	0	0
Leslie County	3,606	3	0.08	166	0	0.0	0	-1
Letcher County	5,446	8	0.1	240	2	0.8	0	+2
Jenkins Ind.	969	35	3.6	46	1	2.2	1	0
Lewis County	2,989	2	0.07	151	0	0.0	0	0
Lincoln County	4,003	121	3.0	199	4	2.0	2	0
Livingston County	1,750	1	0.06	79	0	0.0	0	0
Logan County	3,022	266	8.8	158	5	3.2	9	0
Russellville Ind.	1,589	319	20.1	84	4	4.8	13	0
Lyon County	863	24	2.8	47	0	0.0	1	-6
Madison County	6,817	144	2.1	338	3	0.9	4	+1
Berea Ind.	1,036	20	1.9	65	0	0.0	1	0
Richmond Ind.	828	303	36.6	68	5	7.4	20	-3

APPENDIX A (Continued)

School District	Pupil Enrollment Total	Black	% Black	Instructional Staff Total	Black	% Black	Black Tchr Gap*	Black Teacher Loss/Gain Since 1978-79
Magoffin County	3,084	0	0.0	143	0	0.0	-	0
Marion County	3,202	359	11.2	161	7	4.3	11	0
Marshall County	4,560	0	0.0	217	0	0.0	-	0
Martin County	3,423	1	0.03	158	0	0.0	0	0
Mason County	2,378	116	4.9	115	1	0.9	5	+1
Maysville Ind.	693	193	27.8	47	4	8.5	9	-2
McCracken County	6,748	144	2.1	308	5	1.6	1	+1
Paducah Ind.	4,095	1,418	34.6	229	25	11.0	54	-7
McCreary County	3,865	0	0.0	200	0	0.0	-	-7
McLean County	2,022	15	0.7	111	0	0.0	1	0
Meade County	3,486	142	4.1	153	3	2.0	3	0
Menifee County	1,044	3	0.3	53	0	0.0	0	0
Mercer County	2,079	8	0.4	99	1	1.0	0	0
Burgin Ind.	437	17	3.9	25	0	0.0	1	0
Harrodsburg Ind.	1,048	145	13.8	51	3	5.9	4	0
Metcalfe County	1,729	46	2.7	87	0	0.0	2	0
Monroe County	2,375	97	4.1	132	2	1.5	3	+1
Montgomery County	4,280	214	5.0	230	4	1.7	7	+1
Morgan County	2,504	8	0.3	128	0	0.0	0	0
Muhlenberg County	4,719	97	2.1	223	5	2.2	0	+1
Central City Ind.	881	83	9.4	43	2	4.7	2	0
Greenville Ind.	986	114	11.6	51	0	0.0	6	0
Nelson County	3,517	135	3.8	189	7	3.7	0	-1
Bardstown Ind.	1,474	329	22.3	84	3	3.6	16	0
Nicholas County	1,315	24	1.8	62	1	1.6	0	-1
Ohio County	4,514	55	1.2	208	1	0.5	1	+1
Oldham County	6,138	159	2.6	307	2	0.7	6	-1
Owen County	1,729	27	1.6	85	0	0.0	1	-1
Owsley County	1,081	3	0.3	61	0	0.0	0	0
Pendleton County	2,382	6	0.2	117	0	0.0	0	0
Perry County	6,497	40	0.6	291	0	0.0	2	0
Hazard Ind.	1,275	114	8.9	63	0	0.0	6	-2
Pike County	16,252	15	0.09	741	1	0.1	0	+1
Pikeville Ind.	1,310	45	3.4	71	3	4.2	0	+2
Powell County	2,491	20	0.8	115	0	0.0	1	0
Pulaski County	6,719	26	0.4	322	3	0.9	0	+3
Science Hill Ind.	311	0	0.0	13	0	0.0	-	0
Somerset Ind.	1,996	120	6.0	130	1	0.8	7	0
Robertson County	430	0	0.0	30	0	0.0	-	0
Rockcastle County	3,151	2	0.06	150	0	0.0	0	0

APPENDIX A (Continued)

School District	Pupil Enrollment Total	Black	% Black	Instructional Staff Total	Black	% Black	Black Tchr Gap*	Black Teacher Loss/Gain Since 1978-79
Rowan County	3,271	12	0.4	156	0	0.0	1	0
Russell County	2,682	19	0.7	137	0	0.0	1	-1
Scott County	4,081	273	6.7	209	10	4.8	4	-4
Shelby County	4,477	523	11.7	200	8	4.0	15	+1
Simpson County	2,965	437	14.7	150	14	9.3	8	+1
Spencer County	1,228	12	1.0	63	1	1.6	0	0
Taylor County	2,378	46	1.9	110	4	3.6	2	0
Campbellsville Ind.	1,348	163	12.1	66	6	9.1	2	+1
Todd County	2,079	327	15.7	107	1	0.9	16	0
Trigg County	1,950	370	19.0	99	4	4.0	15	-6
Trimble County	1,209	0	0.0	60	0	0.0	-	0
Union County	3,033	322	10.6	148	3	2.0	13	0
Warren County	9,129	645	7.1	409	16	3.9	13	+6
Bowling Green Ind.	3,512	643	18.3	197	18	9.1	18	-5
Washington County	1,871	297	15.9	94	1	1.0	14	-1
Wayne County	2,939	61	2.1	143	0	0.0	3	-1
Monticello Ind.	718	26	3.6	39	0	0.0	1	0
Webster County	2,368	20	0.8	109	0	0.0	1	0
Providence Ind.	707	192	27.2	38	3	7.9	7	-1
Whitley County	4,754	1	0.02	203	0	0.0	0	0
Corbin Ind.	1,803	0	0.0	77	0	0.0	0	0
Williamsburg Ind.	873	26	3.0	42	0	0.0	1	0
Wolfe County	1,435	0	0.0	78	0	0.0	0	0
Woodford County	3,492	306	8.8	183	7	3.8	9	+1
TOTALS	648,169	57,379	8.9	32,668	1,462	4.5	1,445	-177

*Number of black teachers needed to achieve a district-wide percentage of black teachers equal to the percentage of black students.

COMMONWEALTH OF KENTUCKY
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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

This staff research report was prepared by Eric George, Research Assistant. Copy preparation by D. Jennifer Simpson of the Commission staff.

For information and assistance call, write, or visit one of these offices:

MAIN OFFICES:

832 Capital Plaza Tower
Frankfort, Kentucky 40601
Phone: 502/564-3550

Post Office Box 60
701 West Muhammad Ali Boulevard
Louisville, Kentucky 40201
Phone: 502/588-4024

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